

Public Education Compensation Committee

Meeting Minutes

February 13, 2023

Virtual Meeting

Anchor Location: Delaware Department of Education, Secretary's Office Suite,
401 Federal Street, Suite 2, Dover, DE 19901

The Public Education Compensation Committee (PECC) meeting was held virtually on February 13, 2023, with the following members in attendance:

Heath Chasanov, Tammy Croce, Sara Croce, Secretary Mark Holodick, President Stephanie Ingram, Ruth Ann Jones, David Kohan, Chuck Longfellow, Eric Anderson, Senator Brian Pettyjohn, Representative Michael Smith, Jonathan Starkey, Alonna Berry, Courtney Stewart, Director Cerron Cade, Nicholas Konzelman, Senator Laura Sturgeon and Representative Kimberly Williams.

Also participating were Tina Shockley, Kimberly Klein, Dr. Sarah Barzee, Gretchen Weber, Dr. Raifu Durodoye, Ione Heigham, Nancy Tien, Joanna Adams, Faith Rentz, Amy Mirolli, Andrew Hults, Bert Scoglietti, Casey Montigney, Christy Wright, Dawn Alexander, Dawn Saly, Deanna Killen, Deb Stevens, James Borruto, Jarek Rutz, Jeannette Wilt, Jeffrey Taschner, Jess Hurst, Jon Neubauer, Justin Richards, Kristen Dassel, Lawanda Burke, Mary Cooke, Michael McKibbin, Mike Kempski, Monica Moriak, Nicole Kennedy, Paul Kiefer, Tameka Mays, and Taylor Hawk.

[Audio Recording of Meeting](#) (Note: The recording of the meeting was delayed. The minutes below describe what was covered during the time when not accounted for in the recording.)

Welcome/Introductions

The Chair asked for a motion to begin the meeting. A motion was made by Rep. Kimberly Williams which was seconded by Rep. Mike Smith. All members were in favor and the meeting began at 4:31 p.m.

Chair Mark Holodick welcomed everyone and Dr. Sarah Barzee conducted a roll call. A quorum was present. The Chair invited Eric Anderson, a new member replacing Franklin Newton, to introduce himself. Secretary Holodick then shared updates and remarks.

Approval of January 23, 2023, Meeting Minutes

Rep. Smith motioned to approve the January 23, 2023, meeting minutes and Sen. Brian Pettyjohn seconded the motion. All members were in favor and the motion carried. The meeting minutes were approved.

Chair Holodick then introduced Dr. Sarah Barzee to facilitate the remainder of the meeting. She previewed the agenda for the meeting.

In Old Business, Dr. Sarah Barzee welcomed Joanna Adams, State Pension Administrator. Ms. Adams provided information about the state's pension system and shared examples of pension calculations for public education employees. Ms. Adams then answered questions

from PECC members regarding pension penalties, required years of service and age to receive a full-service pension versus a reduced service pension, survivor pension benefits, average number of years retirees collect a pension prior to death, median amount of payout for educators, the State Pension Office improved calculator online tool, healthcare coverage, average age of retirement, average number of teachers who retire each year and comparison of retirement benefits to other professionals.

Dr. Barzee then introduced Faith Rentz, Director, Statewide Benefits and Insurance Coverage, who gave an introductory overview of the Statewide Benefits and Insurance Coverage Office. There were questions regarding the types of health and other benefit plans offered to educators, the cost to employees for coverage and a request for data that compares the Delaware benefits system to the benefits provided in other states in the region.

Following Ms. Rentz, Dr. Sarah Barzee introduced Dr. Sara Croce, Chief Financial Officer, Milford School District and Chuck Longfellow Chief Financial Officer, Christina School District, who summarized information presented in the January meeting regarding the 1305 Salary Cost Options and presented a proposed recommendation to provide a 2% increase and a flat dollar increase to the base salary for the 1305 salary schedule, leading to a \$60,000 starting salary for all teachers. PECC members posed several questions and concerns including those related to the state and local shares, the assumed 2% local share, the timeframe to reach the \$60,000 base salary, the costs to the state to achieve the proposed salary increase, the timeframe of Maryland's salary increase for teachers, and the need to specify a timeframe to the proposed recommendation in order to support it. There was a request for an analysis regarding how teacher salaries at charter schools would be impacted. Based on the questions and concerns raised, the Chair recommended that additional information about the state and local shares be provided at the March meeting to inform the discussion and that the discussion continue to ensure questions and concerns have been addressed before a decision is made regarding the 1305 salary policy. Chair Holodick thanked members for their engagement and requested that the internal working group reconvene to bring a refined recommendation to the next meeting. Dr. Barzee summarized next steps including receiving the internal working group and she announced the date for the March meeting.

Public Comment

One attendee, Casey Montigney, signed up in advance to provide public comment. She emphasized that affordability, benefits and pension are major concerns for veteran teachers in the public education system and should stay top of mind as PECC considers increases in salaries.

Adjournment

Dr. Barzee asked for a motion to adjourn. Director Cade motioned to adjourn and Rep. Williams seconded the motion. All members were in favor and the motion was carried. The meeting adjourned at 6:13 p.m.

Respectfully Submitted,
Nancy Tiên for WestEd

Updated on 2.16.2023



Public Education Compensation Committee (PECC) Meeting

February 13, 2023
4:30 - 6:00 PM



Welcome and Remarks from the Chair





Meeting the Charge of SB 100

1. Make recommendations that strengthen Delaware's ability to compete with regional school districts in recruiting and retaining qualified and diverse educators.
2. Make recommendations for competitive base pay for educators at all steps in the compensation structure.
3. Make recommendations for achieving competitive career level earnings in fewer, more meaningful steps.
4. Specify how educators can achieve additional opportunities for career advancement...based on acquisition of relevant degrees, certifications, and competencies, the acceptance of leadership responsibilities, and must fairly compensate for additional professional responsibilities.
5. Make recommendations that include approaches to the acquisition of skills and knowledge that are timely, relevant, and affordable.
6. Provide recommendations on the creation of leadership roles through which educators will receive additional compensation for assuming leadership responsibilities.
7. Additional compensation for professional responsibilities that are not generally required in the classroom
8. Applicability of new system for individuals paid under §§ 1305, 1306, 1307, 1310 and 1321
9. Increase base levels of pay for education support staff as defined by §§ 1308, 1311, 1322, and 1324
10. Identify and consider adopting state pay scales for job categories where one does not exist.

Delaware Pension System (continued)





State Employees' Pension Plan

- ❖ Defined Benefit Plan
- ❖ Monthly Benefit based on years of service & compensation
- ❖ Employees pay either 3% or 5% of salary with \$6,000 exclusion
- ❖ Paid monthly until death, then possible survivor benefits
- ❖ Pension payments not tied to investment performance
- ❖ Contributions are tax-deductible
- ❖ As salary and service increase, monthly pension payment increases

Joanna Adams, Pension Administrator

Pension Calculation and Benefit Payment Actual Examples

COMPUTATION INFORMATION BLOCK 4

Pension Estimate Computation Formula

PART 1 - Calculation for years of service prior to January 1, 1997

1. Total Compensation----->	\$249,799.52
Divided by 36	
2. Equals Final Average Compensation----->	\$6,938.88
Multiplied by 2.0%	
3. Equals Factor 1----->	138.78
4. Multiplied by Years of Creditable Service (Pre 1997)----->	6,1833
5. Equals Estimated Monthly Pension (part 1)----->	\$858.12

PART 2 - Calculation for years of service post December 31, 1996

6. Final Average Compensation----->	\$6,938.88
Multiplied by 1.85%	
7. Equals Factor 2----->	128.37
8. Multiplied by Years of Creditable Service (Post 1996)----->	24,5733
9. Equals Estimated Monthly Pension (part 2)----->	\$3,154.47

PART 3 - Total Estimated Monthly Pension Benefit

10. Part 1 + Part 2 equals Total Monthly Pension Benefit ----->	\$4,012.59
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If the increased Survivor Benefit Option is chosen, the computed amount in Item 10 would be reduced.

Block 4 contains a step-by-step calculation of your estimated monthly pension accrued under the Delaware Public Employees' Retirement System based on your service and compensation as of 12/31/2022. This monthly pension does not reflect any reduction for early retirement nor does it indicate your eligibility to collect a monthly pension. Please refer to our website, www.delawarepensions.com, for eligibility requirements.

DISCLAIMER: This statement represents only an estimate of credited service and potential benefits. None of the information in this estimate has been verified and the Office of Pensions of the State of Delaware makes no representation or warranty, express or implied, as to the accuracy or completeness of such information. Actual service credit and benefits will be verified at the time of retirement.

Years of Service	Retired on	Monthly Pension	Contributions Paid	Total Pension Received
25.833	7/1/1988	\$2,922.20	\$22,295.47	\$1,012,039.41
29.750	7/1/1998	\$2,032.63	\$16,192.60	\$516,771.33
31.400	7/1/2002	\$3,723.19	\$29,117.87	\$793,432.19
26.375	7/1/2006	\$1,883.88	\$12,001.93	\$316,594.81
29.150	7/1/2013	\$3,336.06	\$39,877.87	\$293,573.28
15.497	7/1/2013	\$1,640.06	\$23,358.29	\$144,325.28
25.800	7/1/2016	\$3,111.99	\$39,809.54	\$161,823.48

Delaware Benefits System



Scope and Sequence to Address SB100

Employee Group	Presentation and Discussion	Decision/ Recommendation
1305 teachers, nurses, principals, superintendents, and other administrative and supervisory employees	January	February
1308 administrative secretaries, financial secretaries, senior secretaries, secretaries and clerks	February	March
1311 school custodians	March	April
1322 school food service employees	April	May
1324 paraprofessionals	May	June
bus drivers	June	July
information technology employees	July	August
Other charges from SB100 (e.g. teacher leadership, etc.)		



Title 14, Chapter 13 Salaries and Working Conditions of School Employees

- 1305** Basic salary schedule for **teachers, nurses, principals, superintendents, and other administrative and supervisory** employees
- 1306** Salary schedule for **chief school officers**
- 1307** Salary schedule for **principals** subordinate to a chief school officer
- 1308** Salary schedules for **administrative secretaries, financial secretaries, senior secretaries, secretaries and clerks**
- 1311** Salary schedule for **school custodians**
- 1322** Salary schedule for **school food service** employees
- 1324** Salary schedule for **paraprofessionals**

Note: SB 100 also addresses job categories where state pay scales do not exist, including bus drivers and information technology employees.

Summary of 1305 Salary Cost Options





Summary of 1305 Salary Cost Options

- Last meeting we highlighted 5 options. Those options are driven by 3 basic models: percent increase, percent increase AND flat dollar increase to base, and percent increase AND flat dollar increase within each step/lane.
- All options:
 - Increase the State's contribution to base pay for employees on the Section 1305 salary schedule, with the goal of obtaining a total \$60,000 starting salary.
 - Assume a 2% annual increase on the local share.
 - Provide the example salary impact on starting teachers in Delmar (currently the lowest paying district)



Summary of 1305 Salary Cost Options

Model 1: percent increase only to the base salary

Model 2: 2 percent increase AND a flat amount increase to the base salary

Model 3: 2 percent increase to the base salary AND a flat dollar increase to each lane/step



Proposed Recommendation

Model 2

Provide a 2 percent increase and a flat dollar increase to the base salary for the 1305 salary schedule, leading to a \$60,000 starting salary.



Questions, Discussion,
and Decision on 1305



Next Steps

March 13th Meeting:

- Employee Group 1308
- Benefits Discussion, continued
- Other Items



Upcoming Meeting Schedule

March 13, 2023
April 17, 2023
May 15, 2023
June 12, 2023
August 14, 2023
September 18, 2023
October 16, 2023
November 13, 2023





Public Comment

- Members of the public are welcome to speak before the PECC during the scheduled public comment period as noted on the publicly posted meeting agendas. Interested persons should:
 - (1) send their name, the name of the group they represent and the topic of their comment via email to DOE, **ideally 7 days in advance of the meeting**, to request to have their name put on the public comment list for the upcoming meeting;
 - OR (2) **raise their hand during the meeting**. Those who register ahead of time will be called on by the facilitator to provide public comment first, followed by those who raise their hand during the meeting.
 - In order to provide all members of the public with an equal opportunity to speak before the PECC, **each individual is limited to two minutes**, unless otherwise noted at the beginning of the meeting.
 - Public comments received by DOE 7 days in advance will be sent to members with advance meeting materials via email. All written public comments will be included with the meeting minutes and publicly posted following each committee meeting.
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Public Comment



Thank You

